

CENTER SCENE



The Bureau of Land Management Service Center Newsletter

October 1987

Be a Hero

Recently we have been given copies of *Newsweek* articles describing some remarkably dedicated and generous people, people who are heroes in every sense. Many of us might like to follow in their footsteps but have job and family commitments that keep us tied down.

However, we can still make a difference. The Combined Federal Campaign enables us to provide money to support the work of people like Charles Keyes, Anne Griffith, Annie Mae Bankhead, and others featured in the *Newsweek* articles.

A big incentive for contributing to CFC this year is a breakfast to be served to all employees of the Division with the highest percentage of contributors at DSC. The breakfast will be served by the Service Center Director, the Associate, and the eight Division Chiefs at the Green Mountain Townhouse Clubroom on October 23, 1987, at 8:00 a.m.

The Green Mountain Bowling Center donated 90 games of bowling. These will be awarded to a group of employees to be selected at a random drawing. For Campaign purposes a "group" are those employees, about 25 to 30, assigned to

each keyworker. For example D-432, 435, and 437 comprise a group. A complete listing of keyworkers and group follows.

Neighborhood businesses have generously provided gifts which will go to individual contributors at a drawing. These include: a Friday or Saturday night stay, with buffet breakfast, at the Sheraton Inn Lakewood; two \$10 dining certificates from the Old Country; a pie from Marie Callender's; two dinners at Jose O'Shea's; two complimentary dinners at Paradise Cove; two \$5 dining certificates from Goodberry's; a \$25 dinner certificate from Garrison Street Station; a free lunch from Red Lobster; a free haircut and style for man or woman and a manicure from CJ's Touch of Class; an alignment and spin balance from Big O Tire Company; a full service oil change, filter, and lube from USA Fast Lube Systems; a one month health membership from The Point Athletic Club and a full service car wash from Brushless Express Car Wash.

Management Simulation Games

There's a long and well-researched practice of using case studies and management simulation games in private industry, graduate schools and the military. Sometimes used as part of an assessment process, often in teaching situations called "laboratory learning" and frequently as part of military preparedness exercises ("war games"), these tools work effectively in organization development.

The Harvard Business School makes extensive use of the case study method—some authorities have indicated between 60 to 75 percent of the course work in Harvard's "B" Schools is accomplished via case studies. Many other "B" School, including the one I teach for, University of Phoenix, emulate Harvard. Case studies are written like mini novels or short stories. They briefly set the stage by describing a situation in a particular real life company.

One of the more interesting and challenging courses I've taught recently was "Management of the Total Enterprise", a capstone course for graduate students about to complete their degree program. This six-week course used a different comprehensive case each week in which nearly every aspect of running a business was brought out. We dealt with the Southland Corp. (7-11 stores), Apple Computer, LL Bean, Wall Drug Store, Club Med and Exxon Office Systems.

The way management simulations work can be illustrated by the following example: Acme Electronics is considering a merger with ABC Telecon, a small manufacturer and supplier of switchboards and office communications systems. Since this would be a new line of business for Acme and there was some risk involved, Acme's president decided to test the idea at a three-day executive retreat. The vice president for human resources and Acme's comptroller were tasked to write a profile of a fictitious company that closely paralleled ABC Telecon. When the management team arrived at the ski resort for their retreat, each executive was given the "Abacom Communications Corp" profile and instructions to react to the proposal to merge with Abacom. Over the next few days they worked individually and then as a team to reach a consensus. Acme's president 'floated' and was available for consultation and on the last day was formally briefed on how his staff viewed a potential merger with Abacom.

In the example cited above, a number of lessons were learned. The president of Acme successfully tested the idea of merging and several valuable options were disgusted. She learned how her staff would handle change and because the situation was hypothetical, the executives interacted with fewer turf issues and more intellectual honesty. Acme made some key decisions based on their simulation and a number of costly mistakes were avoided. Everyone enjoyed their break and thought the time was well-spent. Finally, team work was enhanced back on the job. A future article will discuss how these techniques work for BLM.

(by Gordon Jennings, O. D. Specialist)

CFC Keyworkers

Group	Keyworkers
D-100-140	Mary Gaylord
D-150, 151, 152, 153	Melanie Rhinehart
D-154, 155	Jan Madson
D-220, 222, 223	Jim Ferguson
D-221, 224	Marie Roybal
D-250, 251, 253, 254	Laura Davis
D-252	Sandy Dilbeck, Dona Beatty
D-432, 435, 437	Camille Notarmuzi
D-430, 431, 433, 434, 436	Theresa Maguire
D-470, 472	Kurt Ballantyne
D-471, 473	Wally Crisco
D-510, 513, 515	Kay Benson
D-516	Donna Stillman, Pat Roenfeldt
D-530	Joe Payne
D-551	Gwen Moore
D-553	Mako Hideshima
D-550, 555, 557	Gary Behr
D-558	John Muniz

Portland Conference

The Portland Conference on an Integrated Workforce opened with information sessions giving the participants pertinent background information concerning the historical position of the BLM workforce and its current status. We followed the information sessions with two days of working on Draft Action Plans to present to the Bureau Management Team (BMT). At the end of the workshop we presented an action plan to the BMT with 143 identified actions. Some of the actions are already in place within the Bureau, others can be implemented immediately. All draft actions are presently being reviewed by the Bureau's Human Resources Development Committee and subsequently will be presented to the Bureau Director.

In order to spend our time on developing action plans rather than on speculating about what the BLM workforce now consists of, the conference committee and expert speakers presented information on a wide range of topics. Some of the topics were: "How it Began—Brief History of Women's and Civil Rights Movements", "Current Status of BLM Women and Minorities: Debunking the Myths", "Dealing with Conservative Constituencies", "Bridging the Gender Gap", and "Multi-Cultural Communications".

Some highlights of the conference were talks by Bureau employees on their personal experiences within the BLM workforce. These talks presented their viewpoints and accomplishments in attaining their career goals. Their experiences were on women in line management, dual careers, minority males in the BLM-SES training, line management-DMDP, Native Americans, Hispanics and Oriental Americans.

Director Robert Burford presented a closing wrap-up of the conference. Attendees left the conference with a feeling of commitment and excitement.

Upcoming Events

CFC Employee Group Meetings
October 6&8 Bldg. 50-Cent/East
National Public Lands Advisory
Council
October 16 Bldg. 50-West/East

Climb Every Mountain

To have scaled the 54 mountains in Colorado over 14,000 ft. in elevation is an accomplishment few will ever achieve. However, on July 31 of this year Mike Garratt of the ALMRS-GIS staff earned a unique distinction. He became the first ever to scale every mountain in Colorado over 13,000 ft. (the Thirteeners) a total of 736.

In order to accomplish this remarkable feat it was first necessary to study maps and identify the peaks, many of them unnamed. Mike explained that in order to qualify as a separate mountain there must be a 300-vertical-foot drop in the saddle between the peaks.

Perhaps the most remarkable aspect of all this is in August of 1982, just a month after he had become the first to ascend the 200 highest peaks in Colorado, he discovered that he must surmount an obstacle of a different nature—cancer. After four months of intensive chemotherapy and two surgeries he resumed his quest of the Thirteeners. He hasn't slowed down since and now serves as a volunteer leading discussion groups for cancer patients at St. Joseph Hospital.

Mike, together with Bob Martin, a 67 year-old climber who expects to complete the Thirteeners soon, has written a book "Colorado's High Thirteeners." For anyone who wants to follow in Mike's footsteps, the book will give detailed descriptions of all the Thirteeners above 13,580 ft, 169 in all, and route information.

Mike says the most difficult Colorado climb was Lizard Head, a 13,113 foot spire in the Wilson Mountains. In addition to scaling Colorado mountains, Mike has climbed 46 peaks about 4,000 ft. in the Adirondaks, three volcanoes in Mexico and reached a personal altitude mark by climbing the 20,560 ft. Chimborazo in Ecuador.

Although he has mastered the Thirteeners he's not at a loss for something to do now. "I'm going back to do some of them over again, particularly those where the visibility was bad because of the weather. I've got a lot of climbing left in me."

In his ALMRS-GIS position Mike applies computer graphics and data base management to natural resource and land ownership information.

—Excerpted from *The Denver Post*—

LOUIS II

Are you a BLM employee who works with computer-generated reports? Do you get them on time? Because of backlogs do you have to wait months for new reports to be developed? If the answer to any of the above questions is "yes", there may be a solution to your problems. It is called LOUIS II.

LOUIS II is a software package currently being installed and tested at the Service Center on the DPS 8/70. It is similar to ASPEN II (REX to you old timers), except . . . you don't have to create special files to use it. In other words, you just sign on and enter LOUIS II commands to generate reports or short answers on your terminal using existing files. Some preliminary work is required to describe the files to be used as input (there's always a catch), but it's not much and can be done quickly.

This product should be in place sometime this fall. You will be notified when it's ready for general use.

Meet Don Prichard

Don Prichard is a recent addition to the Service Center's Branch of Biological Resources (D-472). He is a native of the Denver area, graduating from Colorado State University in 1970 with a degree in Fisheries Biology. Before coming to the Service Center, Don spent 10 years in the Canon City District as the District Fisheries Biologist. Prior to his employment in the Bureau, Don was with the Colorado Division of Wildlife and with a private trout hatchery in Henderson County.

Don arrived in mid-August and will be joined by his wife, Betty, in the middle of September when their new home is completed in Douglas County. His outside interests are equally shared with his wife. Both very much enjoy hunting and fishing. When the seasons end each year, Don and Betty can still be found in the woods observing and photographing a variety of wildlife. Don's latest project is filming a documentary on mule deer in Colorado. Several hundred hours have been spent filming and many more are needed to complete the project. The little time left to Don and Betty is spent in participative and spectator sports and church activities.